



Progress is Moving Forward by Working Together
<http://www.stafforg.uncc.edu/>

UNC CHARLOTTE STAFF COUNCIL
Meeting Minutes
March 12, 2008 – 9:00 a.m.

The Staff Council met on the above date and time in the Chancellors Board Room, Reese 5th Floor.

Officers present were: Margo Gross-President, Vice President –Dixie Airey, Terry Setzer-Secretary, Melody Harris-Treasurer

Representatives present were: Catherine Johnson (Area 3), Kelley Eaves (Area 4), Reedena Newlon (Area 8), Alice LaRocca (Area 9), Joann Pearson (Area 12 1st & 2nd Shift), Ronnie Bell (Area 15-General Services), Charles Kraus (Area 15-Zone 2)

Representatives Absent without notice: Marcia Henderson (Area 11), Diana Gann (Area 1), Jodi Turner (Area 2), Charlie Donehue (Area 5), Kathy Burgess (Area 7), LynLee Troy (Area 10), Marcia Henderson (Area 11), Allison Craven (Area 14)

Absent with notice: Ann Benson (Area 17), Sherry Bruce (Area 13), Teresa Cleveland (Area 6)

Alternates present were: Casey Hurst (Area 17), Pat Espinoza (Area 16) and Lora Bassett (Area 13)

Guest: Jon Hawn – Police/Public Safety, JC Boykin, President Statewide Staff Assembly

Call to Order & Welcome – Margo Gross, President

Treasurer’s Report – Melody Harris

UNC Charlotte Staff Organization
Financial Statement
139234, 117561, 116227
(as of 02/29/08)

| ACCOUNT TITLE | Year to date |
|----------------------------|-----------------|
| Beginning Balance | 737.99 |
| Total Revenue | 8,003.00 |
| Less Total Expenses | 2,281.30 |

ACCOUNT TOTAL 6,459.69

Less Encumbrances **1,770.13**

| | |
|-----------------------------|----------|
| Estimated remaining balance | 4,689.56 |
|-----------------------------|----------|

Guest Speakers:

Community Policing Report –Jon Hawn

Upon request Jon gave the following web site regarding the inquiry on “gangs” – (GangsOrUs.Com) or you may use a search engine which will supply overwhelming information. At the last meeting it was requested that possibly maps pin pointing the area/street could be sent with the safety alerts; that is still being worked on. Allied Barton was awarded the bid for extra security personnel. There will be a total of 4 which will assist in various ways with opening buildings, patrolling, motor assist, escorting.

President’s Report – Margo Gross

A request was presented to Margo for Staff Council to help distribute a survey that will be sent to students, faculty and staff regarding retail shops for the student union. Margo gave an update on the student group initiating Rooms at the Inn. Their first event housing 15 homeless was held at Advent Church. The group supplied dinner, snacks, full breakfast and a bag lunch for each of them to take. The group is in need of toiletries and help from on campus departments for supplying portions of the meals. The group hopes to hold this event once a month. If a department is interested, please contact Julie Putnam @ jputnam@uncc.edu. The group has chosen the name “49er Help the Homeless”. They hope to develop a logo that can be used on their stationery. Also there will be an article ran beginning March 12-13 on www.charlotte.com that is on Rooms at the Inn. Some of the homeless that attended Rooms at the Inn were interviewed for this article. Typically the program will run from Nov. to April.

JC Boykin – President, Statewide Staff Assembly

The committee was given an overview of the history of the North Carolina University system in its formation. All of the state universities have staff councils, staff forums, staff assemblies, staff senate that represent the staff in bringing needs, concerns etc. to the attention of the university or to the Staff Assembly. Staff Assembly began to organize in 1996. Students and faculty have representation with the students having a seat on the Board of Governors, but not a voting seat. Faculty and staff have representation at the Board of Governors meetings, but they do not have a seat.

The Staff Assembly advises the Board of Governors and the administration just as the faculty and student organization does. Staff Assembly has certain goals that are being worked toward which encompasses the understanding of the contributions staff makes to the campus(s), communities and to the overall academic experience. The Staff Assembly is accomplishing its goals of better communication, better understanding by meeting regularly with the university administration and with the board of governors. Mr. Boykin and Kelley Eaves Boykin attend the monthly Board of Governors meetings and have the opportunity to speak with the trustees, chancellors, members of search committees from the state universities.

Communication is the key and when you deal with the staff assembly you are with representatives from all the state universities. Each campus has 3 representatives for a total of 54 delegates. The assembly has a mission that staff issues are presented to the administration. These are issues that transcend to each of the university campuses. There are standing committees and recommend that each university also have standing committees due to issues that arise dealing with diversity, human resources, legislature issues. Legislature priorities are an area that needs work on. A five year plan has been developed and we have begun to move ahead on items in that plan. Tuition assistance for an employee spouse or partner, funds for career banding, benefit package that is more comparable to the faculty package.

After President Bowles took office, he met with the staff organizations. During this meeting the organizations were asked the question of what is broke, how can we fix it? From this the Pace Commission was formed to look at the efficiency on each of the campuses from a business man’s view of “saving money”. The results of this study reflected duplications in admissions areas, purchasing, contracting. Next the UNC Tomorrow committee was formed to look at the role of the university in the next 20 years and how to meet the challenges of growth, needs, etc. You can visit www.nctommorrow.org for more information.

HR Task Force was formed upon the request of President Bowles, which consists of 25% staff employees. The goal set forth for this committee was how to improve the ability of the university to attract, reward and retain high quality employees. The following areas were looked at: position management, recruitment compensation, rewards and performance management. General statues – Chapter 126 defines rights that state employees have in regards to vacation, sick, invested avenues, retirement, etc. The only thing changed will be the ability of the

university to change a classification based on the market and low cap. The HR Task Force is in legislature asking to have more flexibility within the compliances of State Personnel Act -Chapter 126.

There was a question and answer session following Mr. Boykin's presentation.

Old Business:

Staff Assembly Update– Kelley Eaves

The general assembly for the Staff Assembly will be by May 1st & 2nd in Boone, NC. Fayetteville State University has a new chancellor.

Recap – Margo Gross

Bylaws working on – final stage, Preamble has been approved. Melody stated she would like to give thanks to everyone who participated in the Diversity Day for a job well done.

NEW BUSINESS

Annual Staff Picnic – Margo Gross

Discussion revolved around an acceptable date. Date of May 30th was chosen.

OTHER:

Parking – A printout was presented stating the new prices for parking and gate cards for 2008-09. The discussion revolved around the enormous increase in gate cards, which most feel staff cannot afford and cannot utilize the shuttle service due to time constraints. Margo stated that an email she received from the Chancellor explained that the increase in cost is for the shuttle service which has to be absorbed by students, faculty and staff. The University absorbed the cost before and can no longer afford to do so.

Area 11-3rd Shift Replacement – Margo Gross

A staff member has volunteered to fill this vacancy and will attend the meeting in April and will represent that area until elections begin June 1st.

Joann presented motion to adjourn with Ronnie giving 2nd.
Meeting adjourned at 11:40am.

The next meeting will be held April 9th in the Chancellors Board Room, 5th floor Reese, at 9:00 a.m.

Respectfully submitted,
Terry Setzer, Secretary Staff Council